

Black Employment Program (BEP) Overview

Purpose: ensure equal opportunity in the hiring, advancement, training, and treatment of Black employees

Goal: strive to achieve a civilian work force in which qualified Black employees are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian work force

Black Employment Program Manager (BEPM)

Black Employment Program Manager (BEPM) should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of Black employees within the work force

Overview of BEPM Duties

Develop and evaluate policies and procedures for the Black Employment Program; identify and resolve actual and perceived system inequities which adversely affect Black employees

Provide leadership, advice, and guidance to managers, supervisors, and employees

Serve as an advocate to management for the changes necessary to overcome barriers which restrict equal employment opportunities

Analyze statistical data for Black employees to include data for various grade groupings, PATCOB categories, and organizational data

Overview of BEPM Duties (Cont'd)

Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which Black employees may want to apply

Provide career information and counseling to Black employees

Work with government and non - government organizations to provide opportunities for career enhancement of Black employees

Represent the commander at local and national meetings and conferences that may be beneficial to the Army

Black History Month

The first ethnic observance was the brainchild of Carter G. Woodson, a noted African American author and scholar. He established Negro History Week in 1926. The week evolved into a month-long celebration in 1976 and is observed every February.

FY 2004 Theme: “Brown v. Board of Education (50th Anniversary)”

Martin Luther King, Jr., Holiday

- **The official holiday is on the third Monday of January**
- **When President Reagan signed legislation creating the holiday in November 1983, it marked the end of a persistent, highly organized lobbying effort spanning the nation for 15 years**
- **It was the first new holiday created since 1948 when Memorial Day was created as a 'prayer for peace' day**
- **Martin Luther King, Jr., is the only American besides George Washington to have a national holiday designated for his birthday**

Related Conferences

**26th Annual BIG
Conference: 16-20 Aug
04; Washington, DC**

Blacks in Government (BIG) Goals and Objectives

**Advocate of equal opportunity; promote
professionalism**

Eliminate practices of racism and racial discrimination

**Develop and promote programs which will enhance
ethnic pride and educational opportunities**

Gather and disseminate information

**Provide a nonpartisan platform for major issues of
local, regional, and national significance**

**Web Site:
[http://www.bignet.
org](http://www.bignet.org)**

Related Conferences (Cont'd)

**95th Annual NAACP
Convention: 11-15 Jul
04; Philadelphia, PA**

National Association for the Advancement of Colored People (NAACP)

The NAACP sponsors a variety of programs to make real the promise of America. Their programs are designed to ensure civil rights compliance, equitable treatment of all Americans under law, the attainment of educational excellence, access to health care, and economic empowerment. Their political empowerment initiative is devoted to that most fundamental right of all Americans -- full participatory democracy.

**Web Site:
<http://www.naACP.org>**

You Can Help!

**Contact your local EEO Office
to become a member of the
Special Emphasis Program
Committee which addresses
concerns of all employees**

